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AGREEMENT

Between

GREEN BROOK TOWNSHIP
SOMERSET COUNTY, NEW JERSEY

And

GREEN BROOK FRATERNAL ORDER OF POLICE

JANUARY 1, 1995 through DECEMBER 31, 1997

RUDEMAN & GLICKMAN, P.C.
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PREAMBLE

THIS AGREEMENT, entered into this ____ day of _____, 1995, by and between the TOWNSHIP OF GREEN BROOK, SOMERSET COUNTY, NEW JERSEY, a municipal corporation of the State of New Jersey (hereafter the "Township"), and GREEN BROOK FRATERNAL ORDER OF POLICE (hereafter the "FOP"), represents the complete and final understanding on all bargainable issues between the Township and the FOP.

ARTICLE I
RECOGNITION

The Township recognizes the FOP for the purposes of collective negotiations as the exclusive representative of the police officers in the negotiations unit below the rank of Captain, excluding probationary employees.¹

¹Probationary employees shall receive the appropriate salary pursuant to this Agreement and a pro-rata share of all economic benefits excluding vacation leave.

ARTICLE II
MANAGEMENT RIGHTS

A. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitutions of the State of New Jersey and of the United States including, but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the Township government and its properties and facilities, and the activities of its employees.

2. To hire all employees and, subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment, and to promote and transfer employees.

3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only to the extent such specific and express terms hereof are in accordance with the Constitutions and Laws of the State of New Jersey and of the United States and the ordinances of the Township. Nothing in this Agreement shall be construed so as

to limit the lawful authority of the Township with regard to the hiring or termination of its employees.

C. Nothing contained herein shall be construed to deny or restrict the Township from its rights, responsibilities and authority under R.S. 40 and R.S. 11 or any other national, state, county or local laws or ordinances.

ARTICLE III
GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with an appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the FOP.

B. Definition

The term "grievance" as used herein means any controversy arising over the interpretation, application or violation of any of the provisions of this Agreement, and any mandatorily negotiable rules and regulations as stated in the Department Rules and Regulations adopted February 1, 1983, and any amendments which may be periodically adopted and may be raised by an individual, or the FOP on behalf of and at the request of an individual or group of individuals.

C. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this

Agreement, with the exception of Township initiated grievances which will proceed in accordance with Section D, and shall be followed in its entirety unless any step is waived by mutual consent:

Step One:

The aggrieved shall institute action under the provisions hereof within twenty (20) calendar days after the event giving rise to the grievance has occurred and an earnest effort shall be made to settle the differences between the aggrieved employee and his/her immediate supervisor for the purpose of resolving the matter informally. Failure to act within the said twenty (20) calendar days shall be deemed to constitute an abandonment of the grievance. The Police Chief or designee, provided such designee is a member of the Police Department, shall render a decision within fifteen (15) calendar days after receipt of the grievance.

Step Two:

When an employee is informed by the Police Chief of the inability to arrange a mutually satisfactory solution to the grievance, the employee may present the grievance to the Township Committee in writing as follows:

a. Police Officers Grievance Review Committee. If the grievance is not mutually settled in the verbal presentation to the Police Chief in accordance with the provisions of § 5-6.1 of the Township Personnel Ordinance, the grievance shall be reduced to writing by both the grievant and the Police Chief and presented to a Police Officers Grievance Review Committee within five (5) work

days. The Police Officers Grievance Review Committee shall consist of five (5) police officers, as follows:

One (1) police officer selected by the Police Chief;

One (1) police officer selected by the grievant;

Two (2) police officers selected by the current president of the FOP; and

The Captain of Police as the permanent chairman.

b. Grievance Committee Procedure. The Police Officers Grievance Review Committee shall meet and review the written grievance and the Police Chief's response to same. If by a three-fifths (3/5) vote the Grievance Review Committee determines the grievance to be valid, the Grievance Review Committee shall report to the Chief and solicit relief. If the Chief will not, or cannot, grant relief, the Grievance Review Committee will summarize the grievance, in writing, and present the same to the Township Committee in accordance with the provisions of § 5-6.1(C) of the Township of Green Brook Personnel Ordinance. If the Grievance Review Committee determines that the grievance is not valid, it shall advise the grievant, in writing, within five (5) work days. If after review by the Grievance Review Committee, the grievant is not satisfied, he/she may present the grievance to the Township Committee in accordance with the provisions of § 5-6.1(C) of the Township of Green Brook Personnel Ordinance. This presentation shall be without representation from the Police Officers Grievance Review Committee.

c. Within five (5) working days of receipt of notice by the employee from the Grievance Review Committee, the employee

shall submit the written grievance, in duplicate. To permit prompt processing, the grievance should be stated as briefly and clearly as possible. One (1) copy of the grievance shall be filed by the employee with the Township Clerk, who shall immediately forward it to the Township Committee. One (1) copy shall be directed by the employee to the Police Chief.

d. The Police Chief shall, within five (5) working days of receipt of the written grievance from the employee, file with the Township Committee a written report containing all of the facts and events concerning the grievance, which report shall include any recommendations for disposition of the grievance.

e. All papers and documents relating to a grievance and its disposition will be placed in the employee's personal history file.

Step Three:

a. In the event the grievance is not resolved at Step Two, or if no decision has been rendered within ten (10) working days after the grievance was delivered to the Township Committee, either party may request in writing that said grievance shall be referred for binding arbitration.

b. The request for arbitration shall be through the Public Employment Relations Commission. However, no arbitration hearing shall take place for a period of thirty (30) calendar days. In the event the employee or the FOP has filed for Civil Service proceedings or under Title 40, the matter shall be withdrawn from arbitration and the cost of such filing paid for by the FOP.

c. Only one (1) issue shall be submitted to the arbitrator (aside from any question of arbitrability) unless the parties mutually agree otherwise. Any costs incurred by the parties shall be paid by the party incurring same. The costs of the arbitration proceeding shall be paid by the losing party.

d. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him/her involved in the grievance. The arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the agreement between the parties. The decision of the arbitrator shall be in writing with reasons therefore. The arbitrator shall be without power to make any decision which requires the commission of an act prohibited by law or which violates the terms of this Agreement.

D. Township Grievances

Grievances initiated by the Township shall be filed directly with the FOP within twenty (20) working days after the event giving rise to the grievance has occurred. A meeting shall be held within twenty (20) working days after the filing of the grievance between representatives of the Township and the FOP and its attorney in an earnest effort to adjust the differences between the parties.

E. Time Limits

The time limits specified in the grievance procedure shall be construed as maximum. However, these may be extended upon mutual written agreement between the parties.

ARTICLE IV
HOURS AND OVERTIME

A. All members of the Police Department are required to work an average of forty (40) hours per week on a shift basis on a schedule approved by the Police Chief. In times of emergency, all members of the Department are subject to call unless they are on sick leave.

B. Overtime shall be kept to a minimum and strictly controlled, but in cases of emergency shall be approved by the Police Chief. Payment for overtime shall be as follows:

1. Overtime shall be paid to all employees, except the Police Chief and Captain, at one and one-half (1½) times the regular rate for all hours worked in excess of forty (40) hours per week. No compensation time will be allowed.

2. Overtime for all hourly employees whose regularly scheduled work is less than forty (40) hours per week shall be paid at the regular hourly rate for all hours under forty (40) hours.

3. The eight (8) hour work day will include a meal period not to exceed thirty (30) minutes.

4. The base hourly rate for all Township employees shall be calculated by dividing the employee's annual salary by the product of fifty-two point two (52.2) times the number of hours in the employee's work week.

C. There shall be a minimum call-in of two (2) hours at one and one-half (1½) times the regular rate for hours of work which are not contiguous to the work day.

D. The Police Chief may change the shift of any employee. Where the shift change is for one (1) week or more, the employee shall be given seventy-two (72) hours' notice of the change, except in cases of unplanned absences or emergencies.

ARTICLE V

HOLIDAYS

A. The following shall be recognized as paid holidays:

- | | |
|---------------------|--------------------------------|
| 1. New Year's Day | 6. Labor Day |
| 2. President's Day | 7. General Election (November) |
| 3. Easter Sunday | 8. Thanksgiving Day |
| 4. Memorial Day | 9. Day After Thanksgiving Day |
| 5. Independence Day | 10. Christmas Day |

B. Any employee required to work on any holiday will be paid for the holiday at his/her regular hourly rate of pay in addition to his/her regular hourly rate for all hours worked on the holiday.

ARTICLE VI

VACATIONS

A. Permanent full-time employees shall receive for continuous service the following annual vacation with pay:

| <u>Years of Completed Service (as of April 1)</u> | <u>Vacation (Days)</u> |
|---|---|
| 1 through 5 | 10 |
| 6 through 10 | 15 |
| 11 and up | 1 day for each year up to a maximum of 25 days |

B. All vacation time shall be scheduled by April 1 as the needs of the Department require on the basis of seniority. Each and every employee must take the authorized annual vacation, and compensation will not be allowed in lieu of vacation time. All vacation time shall be used in the year earned. Exceptions may be made by resolution of the Township Committee.

C. Changes in the scheduling of vacations will not be permitted without the prior approval of the Police Chief.

D. If for any reason an employee's vacation is canceled or not taken as scheduled, the vacation may be rescheduled at the discretion of the Police Chief. If the Police Chief cannot reschedule the vacation leave, the employee will receive payment for the vacation leave at the straight time rate for the year in which the vacation leave was earned.

ARTICLE VII
PERSONAL DAYS

A. Each full time employee covered by this Agreement shall receive three (3) personal days at eight (8) hours' straight time during each year of this Agreement.

B. Employees shall receive personal days in accordance with the following schedule:

1. One (1) personal day during the first year of service.
2. Two (2) personal days during the second year of service.
3. Three personal days during the third year of service.

C. Request for such personal day will be made in writing to the Police Chief or designee and must be approved by the Chief or designee.

D. If for any reason an employee's personal day is canceled or not taken as scheduled, the personal day may be rescheduled at the discretion of the Police Chief. If the Police Chief cannot reschedule the personal day, the employee will receive payment for the personal day at the straight time rate for the year in which the personal day was earned.

ARTICLE VIII

SICK LEAVE

A. As used in this section, "sick leave" means paid leave that may be granted to each full-time employee who through sickness or non-work related injury becomes incapacitated to a degree that makes it impossible for him/her to perform the duties of his/her position or who is quarantined by a doctor's written instruction because he/she has been exposed to a contagious disease. Job related illnesses and injuries which necessitate sick days are not applicable to this Article.

B. Each employee shall be paid during periods of sick leave but not to exceed one (1) day for each month of service, with a maximum allowable of three hundred sixty-five (365) calendar days.

C. In the event that an employee is eligible to receive municipal, state or federal disability payments including Social Security, sick leave will be reduced to a rate such that the combination of sick leave and disability payments will equal the employee's normal compensation until sick leave is exhausted. As a prerequisite to receiving any benefits under this Article, an employee will be required to apply for local, state or federal disability benefits including Social Security, and to furnish proof of such application to the Township, along with proof of receipt or denial of such benefits.

D. an employee who is absent because of disability or trauma caused in the usual course of his/her employment and directly in

the line of duty must have such absence certified by a Township-selected physician at the Township's expense. Upon Township receipt of this certification, the employee will receive his/her normal weekly compensation less any applicable Workers' Compensation benefits for a period of twelve (12) months from the date of the disability or accident. Such absence will not be charged against the employee's sick leave; however, all other provisions of this section shall apply.

E. Consistent with applicable State law, no employee while on sick leave from the Township shall be otherwise employed or engaged in any outside work or employment whatsoever.

F. In all cases of reported illness or disability, the Police Chief shall have the right to require a doctor's certification of illness or to have a physician designated by the Township examine and report on the condition of the patient-employee. Failure to produce a doctor's certification, when the Township physician reports the employee is fit for work, will result in non-payment of sick leave benefits.

G. All absences on account of illness or disability shall be reported immediately by or for the employee to his/her shift supervisor or preceding shift dispatcher.

H. If an absence is not reported immediately, it shall be treated as an unauthorized absence without pay.

I. In the event of an injury caused in the course of employment, the injured employee, or his Department Head, if the employee is incapacitated, should report such injury immediately to

the Township Clerk, who will process the necessary forms for insurance purposes. The employee should then report to a physician selected by the Township and the physician's report and bill should be forwarded to the Township Clerk.

J. Sick leave may not be paid as terminal leave for employees who resign.

K. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.

L. The Township may require an employee who has been absent because of personal illness, as a condition for his return to duty, to be examined, at the expense of the Township, by a physician chosen by the employee from a panel of physicians designated by the Township. Such examination shall establish whether the employee is capable of performing his/her normal duties and that his/her return will not jeopardize the health of other employees.

M. An employee who retires from Township service pursuant to any applicable pension statutes shall be entitled to terminal leave on the basis of one (1) day's pay for each four (4) days of accumulated sick leave not to exceed Four Thousand Five Hundred (\$4500) Dollars.

ARTICLE IX
INSURANCE COVERAGE

A. All full-time Police Department employees are eligible to receive hospital and medical insurance as provided under the New Jersey State Health Benefits Program. All eligible dependents will be included in the coverage.

B. Any increase in the cost of such coverage during the lifetime of this Agreement shall be borne by the Township.

C. The Township shall pay up to a maximum of Three Hundred (\$300) Dollars per calendar year per employee for a family dental plan.

D. The Township may, at its option, change any of the foregoing plans or carriers so long as substantially equivalent benefits are provided.

E. If an employee elects to participate in any supplementary health or medical insurance program, the cost of the coverage over and above that provided by the Township will be borne by the individual employee.

F. Employees who retire with twenty-five (25) years of public service shall have their and their surviving spouses' health insurance benefits continued (i.e., group hospital, medical and surgical coverage) with the premium of periodic charges paid by the Township. An employee shall not be eligible for health benefits coverage if covered under the provisions of any other program of health insurance with similar coverage, including the Federal

Medicare Program covering the retired employee and the employee's spouse. The cost of continued family health care coverage for dependents of the retired employee shall be borne by the retired employee at the rate provided for by the State Health Benefits Program.

G. Employees who retire with twenty-five (25) years of public service shall have their dental insurance continued.

ARTICLE X

WAGES

A. Salary Guide

| <u>Title</u> | <u>4.75%</u> <u>01/01/95</u> | <u>4.76%</u> <u>01/01/96</u> | <u>5.0%</u> <u>01/01/97</u> |
|----------------------|---------------------------------|---------------------------------|--------------------------------|
| Probationary Officer | \$28,000 | \$28,000 | \$28,000 |
| Class D Officer | 34,368 | 36,004 | 37,804 |
| Class C Officer | 38,815 | 40,663 | 42,696 |
| Class B Officer | 40,879 | 42,825 | 44,966 |
| Class A Officer | 43,275 | 45,335 | 47,602 |
| Detective | 46,350 | 48,556 | 50,984 |
| Sergeant | 47,662 | 49,931 | 52,428 |
| Lieutenant | 51,349 | 53,794 | 56,484 |

B. Longevity

Employees shall receive the following longevity payments on June 1 following their anniversary dates:

| <u>Years of Service</u> | <u>Amount</u> |
|-------------------------|---------------|
| 5 - 9 | \$ 700 |
| 10 - 14 | \$1150 |
| 15 years or more | \$1500 |

Employees leaving the employ of the Township prior to June 1 shall receive a pro-rata share of their longevity payment.

ARTICLE XI

COLLEGE INCENTIVE PAY

A. Financial Assistance Eligibility

1. All employees shall be eligible to apply for financial assistance for education if the following conditions are present:

a. Where the course is part of a program leading to a college degree, the degree is in a field determined to be relevant to the Township employment, or where the course is judged by the Police Chief to be of value to the individual and to the Township in the position the employee occupies or to which he/she might be promoted, or the course is recommended by the Police Chief.

b. There is sufficient evidence to show that the employee is capable of handling the desired training in the normal time allotted for such course.

c. The course is offered by an approved institution of learning and classes are scheduled during non-working hours.

d. There are sufficient funds in the Township's budget specified for educational assistance.

2. a. It is required that veterans take advantage of the financial assistance for which they are eligible under the current laws covering education for veterans.

b. Approval or disapproval of an application of financial assistance for education will be given and the amount of reimbursement determined by both the Police Chief and the Township Committee prior to the beginning of the course. Such approval will not unreasonably be denied.

c. Upon completion of an approved course, the employee shall submit a copy of his/her transcript for the course to the Township Clerk for inclusion in his/her personal history file.

d. Regular tuition, registration fees and required laboratory fees shall be eligible for reimbursement. The cost of books, meals, transportation, parking fees, interest on tuition fees, or other similar expenses shall not be eligible for reimbursement.

e. A satisfactory passing grade must be obtained. Only those grades above grades classified as "poor" will be considered satisfactory.

f. Upon presentation of transcript, proof of payment of fees and satisfactory completion, the employee will be reimbursed for the allowed costs.

ARTICLE XII
MILITARY LEAVE

The Township agrees to provide all employees with military leave in accordance with Federal and State Statutes.

ARTICLE XIII
BEREAVEMENT LEAVE

A. Each employee shall be allowed time off between the death and the burial up to a maximum of four (4) days with pay upon the death of a member of his/her immediate family, one day of which shall be the date of death or the day of the funeral.

B. For purposes of this section, the term "immediate family" shall include only the employee's mother, father, mother-in-law, father-in-law, husband, wife, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, or step or half relative of a similar nature. In the event of the death of another relative or in-law, an employee may request a vacation or personal day (s) or optional paid holiday.

ARTICLE XIV
NO-STRIKE PLEDGE

A. The FOP covenants and agrees that during the term of this Agreement neither the FOP nor any person acting in its behalf will cause, authorize or support, nor will any of its members take party in any strike (i.e., the concerted failure to report for duty, or concerted willful absence of a police officer from his/her duties of employment), work stoppage, slowdown, walk-out or other job action against the Township. The FOP agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walk-out or job action, it is covenanted and agreed that participation in any such activity by any FOP member shall be deemed grounds for disciplinary action, including possible termination of employment of such employee.

C. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the FOP or its members.

ARTICLE XV
OUTSIDE EMPLOYMENT

A. Police officers of the Township performing outside work or work for other employees may be required to cease such activity if, in the opinion of the Police Chief and the Township Committee, such outside work unduly interferes with or prevents said employee from properly performing his/her duties for the Township.

B. Police officers of the Township shall not be employed by the Township in any outside employment role including, but not limited to, employment as a contractor or subcontractor without the approval of the Township Committee, which shall not be unreasonably withheld.

ARTICLE XVI

LEGAL AID

A. The Township will provide legal aid to all personnel covered by this Agreement to the extent required by law, particularly N.J.S.A. 40A:14-155.

B. When legal counsel is required in addition to that provided by the insurance carrier, employees, subject to the prior approval of the Township Committee, shall have the right to select counsel of their own choosing. Such approval shall not be unreasonably denied.

ARTICLE XVII

DISCRIMINATION OR COERCION

There shall be no discrimination, interference or coercion by the Township or any of its agents against the employees represented by the FOP because of membership or activity in the FOP. The FOP or any of its agents shall not intimidate or coerce employees into membership, nor shall the FOP discriminate against any employee desiring membership in the FOP. Neither the Township nor the FOP shall discriminate against any employee because of race, creed, color, age, sex or national origin.

ARTICLE XVIII
WORK IN HIGHER RANK

Police officers who work in the capacity of Acting Sergeant or Watch Commander for fifteen (15) consecutive work days shall be paid at a Sergeant's rate of pay.

ARTICLE XIX
OFF-DUTY PERFORMANCE

A. All employees shall participate in the Police and Firemen's Retirement System as permitted by the State of New Jersey, Division of Pensions, and said employees shall be covered by insurance pursuant to Article IX when performing police duty during the course of off-duty status.

B. when an employee is required to use a private vehicle for police duty, he shall be reimbursed at the rate of eighteen cents (18¢) per mile.

ARTICLE XX

INSURANCE

The Township agrees to continue to provide the current insurance for libel, slander, defamation, violation of right of privacy, detention or imprisonment, malicious prosecution, wrongful entry or eviction, or other invasion of right of private occupancy for the duration of this Agreement.

ARTICLE XXI
PERSONNEL FILES

A. A separate personal history file shall be established and maintained for each employee covered by this Agreement. Personal history files are confidential records and shall be maintained in the Office of the Chief of Police.

B. Any member of the Police Department may by appointment review his personnel file in the Office of the Chief of Police.

C. Whenever a written complaint concerning an employee or his/her actions is to be placed in his/her personnel file, a copy shall be made available to him/her to read, which copy he/she shall initial. The employee shall be given the opportunity to rebut it if he/she so desires, and he/she shall be permitted to place said rebuttal in his/her file within twenty (20) calendar days after the copy has been made available to him/her.

D. All personal history files will be carefully maintained and safeguarded permanently in the Office of the Chief of Police and nothing placed in any file shall be removed therefrom, except that an employee may make a written request to temporarily remove document(s) specified in the request for photocopying.

ARTICLE XXII
VACANCIES AND PROMOTIONS

All vacancies which occur or promotions which are to take effect shall be advertised by posting on the bulletin board thirty (30) days before the action is taken or longer if such time is necessary to permit application for such vacancies by the members of this unit. The Township reserves the right to select any candidate for promotion or vacancy or not to make a promotion or fill a vacancy.

ARTICLE XXIII

JUST CAUSE

No police officer shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any occupational advantage, or given an adverse evaluation of his/her services without just cause. Any such action asserted by the Township, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth if recourse is not provided for under Title 40A.

ARTICLE XXIV
CEREMONIAL ACTIVITIES

A. In the event a police officer in another Department in the State of New Jersey is killed in the line of duty, the Township may in its sole discretion permit two off-duty uniformed police officers of the Department to participate in funeral services for the said deceased officer.

B. Subject to the availability of same, and with the approval of the Police Chief, the Township may permit a Department police vehicle to be utilized by the FOP members in the said funeral service.

ARTICLE XXV
SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXVI

FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE XXVII

TERM AND RENEWAL

This Agreement shall be in full force and effect as of January 1, 1995 and shall remain in effect to and including December 31, 1997 without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, at least ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify, or terminate this Agreement. The FOP shall submit a copy of its entire proposal to the Township by September 1, 1997. The Township shall, within thirty (30) days after receipt of the FOP's proposal, submit a copy of its proposals to the FOP. The economic terms of this Agreement, including salaries, benefits, increases and fringe benefit changes, shall apply effective January 1, 1995 only for employees on the Township's payroll as of the date of the signing of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at Green Brook Township, Somerset County, New Jersey, on the day and year first above written.

GREEN BROOK FRATERNAL
ORDER OF POLICE

GREEN BROOK TOWNSHIP
SOMERSET COUNTY, NEW JERSEY

By: *W. T. F. F. F. F. F. F.*

Joseph T. Allen 1-7-95

ATTEST:

ATTEST:

By: *Harold* 12-25-94

Harold Becker 1-8-95